

MONROE COUNTY BENEFITS
AT A GLANCE

BENEFIT	REQUIREMENT(S)	EXPLANATION	MORE INFO..
<i>RETIREMENT:</i> PENSION PLAN: Regular Class: 7.39% of salary Special Risk: 18.53% of salary	Regular employee	Vested after 6 years of contribution. Defined contribution based on salary. Fixed benefit at retirement.	Retirement Guide 2002 Ed. 1-850-488-6491
<i>RETIREMENT:</i> INVESTMENT PLAN: Regular Class: 7.39% of salary Special Risk: 18.53% of salary	Regular employee	Vested after 1 year in the Plan. Defined contribution based on salary. Employee allocates the contributions among various investment funds. Benefit depends on investment gains/losses.	1-866-446-9377 www.myfrs.com
<i>DROP</i> Deferred Retirement Option Program	"Normal Retirement Date": Age 62 or 30 years of service (Special Risk: Age 55 or 25 years of service). Must be fully vested.	Program that allows employee to retire without terminating employment for up to 5 years.	Retirement Guide 2002 Ed.
<i>GROUP HEALTH</i>	Effective after 60 days of employment; must be regular, 25+ hpw employee	Includes major medical, pharmaceutical, EAP (see below), \$20,000 Life Insurance Policy. Dental & Vision Coverage are optional.	Benefit Plan Handbook
<i>ANNUAL LEAVE</i>	Salary, regular employee, 20+ hpw employee-prorated	13 days per year (increased with years of service), max carryover 40 days	PPP Section 7.01
<i>ANNUAL LEAVE PAYOUT</i>	Excess of 40 working days of leave	On 9/30 of each FY: Time earned in excess will be paid at rate of pay in effect on 9/30.	PPP Section 7.01C (1)
<i>SICK LEAVE</i>	Salary, regular employee, 20+ hpw employee-prorated	13 days per year; must wait 90 days before use	PPP Section 7.02
<i>SICK LEAVE PAYOUT</i>	Excess of 480 hours of sick leave	On 9/30 of each FY: Time earned in excess (up to 52 hours) will be paid at rate of pay in effect on 9/30.	PPP Section 7.07 (A)
<i>HOLIDAYS</i>	Salary employee	12 days per year	PPP Section 6.01
<i>FUNERAL LEAVE</i>	None	2 days; immediate family member	PPP Section 7.05
<i>EDUCATIONAL ASSISTANCE</i>	Eligible after 1 year; 25+ hpw employee	Full paid tuition, lab fees, on line access fees & distance learning fees; must be job related; portion of textbooks paid	PPP Section 2.11
<i>SICK LEAVE POOL</i>	Eligible after 1 year; 25+ hpw employee	640 hrs lifetime maximum	Admin Inst 4702 & PPP Sec 7.02D
<i>FAMILY MEDICAL LEAVE ACT</i>	Eligible after 1 year; must have wkd 1,250 hrs immediately preceding leave	Up to 12 weeks protected leave; paid employee health benefits for leave without pay.	PPP Section 8.05
<i>PAYROLL DEDUCTION</i>	None	Keys Federal and Southernmost Credit Union; Savings, checking, Xmas Club, etc.	Contact Personnel Rep
<i>DIRECT DEPOSIT</i>	None	Savings or Checking Account; Bank of choice	Contact Personnel Rep
<i>DEFERRED COMPENSATION</i>	None	Tax Deferred Savings; invest stocks/mutual funds	Contact NATIONWIDE & VALIC
<i>THEME PARK DISCOUNTS</i>	None	Adventure Island, Kennedy Space Center, Busch Gardens, Sea World, Universal Studios, Hotel Discounts	Contact Personnel Rep
<i>IN-HOUSE PROMOTION</i>	Must work 6 months in current position	Eligible first 7 days of opening	PPP Section 2.13
<i>YEARS OF SERVICE AWARD</i>	Eligible after 5 years of career service employment	Certificate, Plaque and monetary awards	PPP Section 2.15B
<i>DOMESTIC PARTNER</i>	Must meet specific criteria	Defined significant other – eligible for same benefits equal to spouse	PPP Section 14.02
<i>CAREER SERVICE</i>	Satisfactory completion of 1 yr prob period; Salary, regular, 25+ hpw employee	Wrongly suspended without pay, discharged, receive reduction in pay or demotion: right to appeal to Board	PPP Section 1.01
<i>EMPLOYEE MONTH/YEAR</i>	Must have held current position 3+ months	Plaque and savings bond; 4% salary increase Employee of the Year	Admin Inst 4000 & PPP Sect 2.15A
<i>SAVINGS BONDS</i>	None	Series "I" & Series "EE". Minimum \$50 bond per pay day.	Contact Personnel
<i>MENTORING & TUTORING</i>	Training as designated by School Board Representative	1 hour per week Administrative Leave to mentor a qualified youth. Resolution #100-2000. Approved BOCC 3/15/00.	PPP 8.01 K Contact School
<i>EMPLOYEE ASSISTANCE PROGRAM</i>	None	Provides confidential, no cost professional assistance to help employees and their families resolve problems that adversely affect their personal lives and job performance. 8 free visits.	Group Insurance Office
<i>FLEX TIME/ALTERNATIVE WORK SCHEDULE</i>	Alternative Work Schedule: Division Director discretion. FlexTime: Department Head Approval	Allows longer work days, shorter work weeks and flexible work hours for the department's and/or employee's benefit	PPP 5.01 H & I Admin Inst 4705.8
<i>SECTION 125</i>	25+ hpw employee. Eligible for deductions pertaining to insurance coverage.	Allows payroll deduction for insurance coverage to be taken from your paycheck before taxes are computed.	Group Insurance Office

*This document is not designed to contain or be interpreted as a comprehensive inventory of all benefits and explanation of those benefits. Please review Monroe County Personnel Policies and Procedures for information regarding the above mentioned benefits.

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